

ORDINANCE NO. 6967-13**AN ORDINANCE PROVIDING FOR THE ADOPTION OF A CLASSIFICATION AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF NEWPORT NEWS FOR FISCAL YEAR 2014.**

BE IT ORDAINED by the Council of the City of Newport News pursuant to Section 4.02(D) of the Charter of the City of Newport News:

1. That the Classification and Pay Plan effective July 1, 2012, as amended effective January 1, 2013 and February 1, 2013, is hereby amended to be effective July 1, 2013, for the Fiscal Year 2014, which said provisions, as amended, are attached hereto and made a part hereof.

2. All employees of the City of Newport News shall be included in the classification plan with the exception of the following:

(a) Officials elected by the people and persons appointed to fill vacancies in elective offices, and employees of Constitutional Officers unless inclusion of employees of Constitutional Officers in the Classification and Pay Plan is specifically approved by the City Manager;

(b) Members of boards and commissions, the City Manager, the City Attorney, the City Clerk, and other positions appointed by City Council, the City Registrar, and persons appointed by the Judges of the Circuit Court;

(c) The Assistant City Managers, Executive staff and attorneys employed in the City Attorney's Office;

(d) Employees of the school board;

(e) Licensed physicians employed by the City in their professional capacities;

(f) Persons temporarily employed in a professional or scientific capacity, or to conduct a special inquiry, investigation or examination if the Council or the City Manager certifies that such employment is temporary and that the work shall not be performed by employees in the classified service; and

(g) Persons employed in temporary or regular part-time jobs which are not equivalent to jobs included in the classification plan.

3. Employees of agencies for which the City acts as fiscal agent are not employees of the City of Newport News.

4. The City Manager and the Director of Human Resources are authorized to promulgate and administer provisions which govern salary adjustments for employees and to implement the changes made necessary by the adoption of this amended Fiscal Year 2014 Classification and Pay Plan.

5. (a) Supplemental pay may be authorized by Council for employees who have responsibilities in addition to their regular job assignments which involve specialized work and which require additional training or qualifications.

(b) The City Manager shall promulgate rules, regulations and procedures for supplemental pay which procedure may result in a recommendation to City Council for supplemental pay.

(c) Supplemental pay is hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) One hundred twenty-five dollars (\$125.00) per month for eligible Firefighter/Medics, Firefighter/Medic Technicians, and Fire and Emergency Medical Services Officers who actively serve on the Fire Department's Hazardous Materials (HAZ/MAT) Team, the Technical Rescue Team, the Bomb Squad, the Marine Incident Response Team, or the Fire Prevention Team. The coordinator for each of the above Teams shall be granted a supplement of two hundred fifty dollars (\$250.00) per month in lieu of the above payment.

(2) Three hundred thirty-three dollars (\$333.00) per month for Firefighter/Medics, Firefighter/Medic Technicians and Fire and Emergency Medical Services Officers who are certified by the Commonwealth of Virginia and actively serve as Paramedics.

(3) One hundred twenty-five dollars (\$125.00) per month for Police Officers who serve as a field training officer, Tactical Team member or a member of the Crisis Negotiation Team.

(4) Eighty-four dollars (\$84.00) per month for Public Utilities employees who serve on the department's Asbestos Response Team.

(5) Sixty-two dollars and fifty cents (\$62.50) per month for Police Officers who serve as drivers for the Police Incident Response Team and for Police Officers who serve as drivers for the Police TACT Team.

(6) One hundred dollars (\$100.00) per month for 911 Communication Dispatchers who serve as Communications Training Officers.

6. (a) Allowances may be authorized by City Council for employees who hold certain certifications or educational attainments.

(b) The City Manager shall promulgate rules, regulations and procedures for

allowances which procedure may result in a recommendation to City Council for allowances.

(c) Allowances are hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) An allowance of one thousand dollars (\$1,000.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Certified Assessment Evaluator (CAE) as certified by the International Association of Assessing Officers, or equivalent. An allowance of two thousand five hundred dollars (\$2,500.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Member of Appraisal Institute (MAI) as certified by the American Institute of Real Estate Appraisers, or equivalent.

(2) An allowance is authorized in the following amounts for those skilled trades employees who have successfully completed a state registered apprenticeship program in the trade in which they are actively employed, as recognized by the City:

(aa) Forty cents (\$.40) per hour for successful completion of a two-year apprenticeship program.

(bb) Fifty cents (\$.50) per hour for successful completion of a three-year apprenticeship program.

(cc) Sixty-two cents (\$.62) per hour for successful completion of a four-year apprenticeship program.

(dd) Seventy-five cents (\$.75) per hour for successful completion of a five-year apprenticeship program.

(3) Employees who are in jobs which require the incumbent to possess a full set of automotive mechanic hand tools and a locking tool box may be granted a tool allowance of up to seven hundred fifty dollars (\$750.00) annually. Employees who serve as full-time SCBA (Self-Contained Breathing Apparatus) Technicians and who are required to possess a full set of mechanical hand tools with a locking tool box may be granted a tool allowance of up to two hundred fifty dollars (\$250.00) annually. The City Manager is authorized to promulgate and administer provisions which govern the tool allowance.

7. The City Manager is responsible for the overall administration of the City's Classification and Pay Plan and for promulgating policies and procedures for the equitable administration of the plan.

8. The City Manager is hereby authorized to create and establish new job classifications and jobs and to reclassify existing jobs and make changes in employee classifications to provide for proper administration of the Classification and Pay Plan.

9. The City Manager is hereby authorized to establish policies governing the award of any additional compensation to employees in positions exempt from the provisions of the Fair

Labor Standards Act and the circumstances under which such compensation may be made.

10. The City Manager shall cause to have conducted an annual review of wages and salaries and present to Council each year a recommended revision to the Classification and Pay Plan which will take into consideration movement of wages and salaries within the appropriate labor market and which will maintain equitable and competitive salary ranges.

11. Notwithstanding any other provision of this ordinance, the City Attorney, the Commonwealth Attorney and the City Clerk, with the prior approval of the City Council, shall have sole discretion and control over aspects of the administration of the Classification and Pay Plan as it relates to their respective deputies and assistants.

12. For Fiscal Year 2014, each current regular full-time employee who was also a regular full-time employee on or before May 1, 2013, shall receive on July 1, 2013, a general wage increase of two percent (2%). Notwithstanding the prior sentence, the above general wage increase shall not be paid to any City employee who had accrued twenty (20) or more disciplinary points from June 1, 2011 through May 31, 2013, or who was subject to a formal performance improvement plan on July 1, 2013. This general wage increase shall apply to any employee in the General, Hourly, Fire/Police, Sworn, and Non-Sworn Employees of the Sheriff, and Constitutional Officers and their staffs; and the two percent (2%) increase shall be applicable to part-time employees whose positions are established in the General and Hourly Schedule. The two percent (2%) increase hereby granted shall not be applicable to employees whose positions are established in the Part-time or Temporary Schedules.

13. This ordinance shall be in effect on and after July 1, 2013.

PASSED BY THE COUNCIL OF THE CITY OF NEWPORT NEWS ON MAY 14, 2013

Mabel Washington Jenkins, MMC
City Clerk

McKinley L. Price, DDS
Mayor

A true copy, teste:

City Clerk

MANAGEMENT & EXECUTIVE STAFF (E-XX)
EXEMPT

Assistant City Manager
Assistant to the City Manager
Executive Office Administrator

DEPARTMENT HEAD (M-XX)
EXEMPT

Administrator of Self Insurance Program
Chief of Police*
City Assessor
Director of Adult Corrections
Director of Budget & Evaluation
Director of Codes Compliance
Director of Development
Director of Engineering
Director of Finance
Director of Human Resources
Director of Human Services
Director of Information Technology
Director of Internal Audit
Director of Juvenile Services
Director of Libraries & Information Services
Director of Parks, Recreation & Tourism
Director of Planning
Director of Public Utilities
Director of Public Works
Director of Purchasing
Director of Vehicle & Equipment Services
Fire Chief*

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Accountant I	G-13	E	\$39,543	\$70,469
Accountant II	G-16	E	\$47,408	\$84,475
Accountant, Senior	G-17	E	\$50,384	\$89,799
Accounting Assistant I	G-04	N	\$22,927	\$39,623
Accounting Assistant II	G-06	N	\$25,862	\$44,688
Accounting Assistant, Senior	G-07	N	\$27,468	\$47,448
Accounting Coordinator	G-14	E	\$42,016	\$74,864
Accounting Manager	G-18	E	\$53,608	\$95,526
Accounting Specialist	G-11	N	\$35,012	\$62,395
Accounting Technician	G-08	N	\$29,174	\$50,386
Accounts Payable Supervisor	G-11	N	\$35,012	\$62,395
Accounts Payable Technician I	G-06	N	\$25,862	\$44,688
Accounts Payable Technician II	G-08	N	\$29,174	\$50,386
Accounts Payable Technician, Senior	G-10	N	\$32,939	\$56,929
Accreditation Manager I	G-12	E	\$37,196	\$66,273
Accreditation Manager II	G-13	E	\$39,543	\$70,469
Administration Manager	G-19	E	\$56,926	\$101,440
Administrative Assistant I	G-04	N	\$22,927	\$39,623
Administrative Assistant II	G-06	N	\$25,862	\$44,688
Administrative Assistant, Senior	G-08	N	\$29,174	\$50,386
Administrative Coordinator	G-10	N	\$32,939	\$56,929
Administrative Coordinator, Senior	G-12	N	\$37,196	\$66,273
Administrative Services Coordinator	G-16	E	\$47,408	\$84,475
Administrative Services Manager	G-19	E	\$56,926	\$101,440
Administrative Support Bureau Supervisor	G-15	E	\$44,651	\$79,565
Administrator of Building Services	G-23	E	\$72,592	\$129,377
Administrator of Community Recreation	G-21	E	\$64,276	\$114,550
Administrator of Development Projects	G-18	E	\$53,608	\$95,526
Administrator of Fiscal Services	G-19	E	\$56,926	\$101,440
Administrator of Recreation Programs	G-21	E	\$64,276	\$114,550
Administrator of Solid Waste	G-23	E	\$72,592	\$129,377
Administrator of Stormwater Operations	G-23	E	\$72,592	\$129,377
Administrator of Street Maintenance	G-23	E	\$72,592	\$129,377
Administrator of Tourism	G-23	E	\$72,592	\$129,377
Administrator of Wastewater	G-23	E	\$72,592	\$129,377
Animal Control Officer I	G-08	N	\$29,174	\$50,386
Animal Control Officer II	G-10	N	\$32,939	\$56,929
Animal Control Officer, Senior	G-11	N	\$35,012	\$62,395
Animal Services Technician I	G-04	N	\$22,927	\$39,623
Animal Services Technician II	G-06	N	\$25,862	\$44,688
Appraiser I	G-12	E	\$37,196	\$66,273
Appraiser II	G-14	E	\$42,016	\$74,864
Appraiser III	G-15	E	\$44,651	\$79,565
Appraiser Supervisor	G-20	E	\$60,485	\$107,790
Appraiser, Senior	G-17	E	\$50,384	\$89,799
Aquatics Operations Coordinator	G-13	E	\$39,543	\$70,469
Aquatics Program Coordinator	G-13	E	\$39,543	\$70,469
Aquatics Supervisor	G-14	E	\$42,016	\$74,864
Archeologist	G-10	N	\$32,939	\$56,929
Archeologist, Senior	G-13	E	\$39,543	\$70,469
Architect I	G-15	E	\$44,651	\$79,565

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Architect II	G-17	E	\$50,384	\$89,799
Architect III	G-18	E	\$53,608	\$95,526
Architectural Inspector I	G-10	N	\$32,939	\$56,929
Architectural Inspector II	G-12	N	\$37,196	\$66,273
Architectural Inspector, Senior	G-14	N	\$42,016	\$74,864
Asbestos Technician, Senior	G-15	N	\$44,651	\$79,565
Asphalt Finisher	H-08	N	\$13.50	\$22.09
Asphalt Finisher, Senior	H-09	N	\$14.34	\$23.50
Asset Management Administrator	G-19	E	\$56,926	\$101,440
Assistant Administrator of Solid Waste	G-18	E	\$53,608	\$95,526
Assistant Administrator of Stormwater	G-18	E	\$53,608	\$95,526
Assistant Administrator of Street Maintenance	G-18	E	\$53,608	\$95,526
Assistant Administrator of Wastewater	G-18	E	\$53,608	\$95,526
Assistant Automotive Superintendent	H-16	N	\$21.90	\$34.73
Assistant Buyer	G-10	N	\$32,939	\$56,929
Assistant Chief of Civil Design Engineering	G-21	E	\$64,276	\$114,550
Assistant Chief of Transportation Engineering	G-21	E	\$64,276	\$114,550
Assistant Director of Administrative Support Services	G-19	E	\$56,926	\$101,440
Assistant Director of Codes Compliance	G-21	E	\$64,276	\$114,550
Assistant Director of Development	G-23	E	\$72,592	\$129,377
Assistant Director of Engineering	G-25	E	\$81,947	\$146,053
Assistant Director of Finance	G-21	E	\$64,276	\$114,550
Assistant Director of Human Resources	G-22	E	\$68,292	\$121,700
Assistant Director of Information Technology	G-25	E	\$81,947	\$146,053
Assistant Director of Parks, Recreation & Tourism	G-24	E	\$77,128	\$137,457
Assistant Director of Public Utilities	G-25	E	\$81,947	\$146,053
Assistant Director of Public Works Administration	G-22	E	\$68,292	\$121,700
Assistant Director of Public Works Operations	G-24	E	\$77,128	\$137,457
Assistant Fire Chief*	G-22	E	\$68,292	\$121,700
Assistant Golf Professional	G-06	N	\$25,862	\$44,688
Assistant Police Chief*	G-25	E	\$81,947	\$146,053
Assistant Recreation Center Supervisor	G-05	N	\$24,350	\$42,056
Assistant Recreation Program Coordinator	G-08	N	\$29,174	\$50,386
Assistant Recycling Coordinator	G-13	E	\$39,543	\$70,469
Athletic Assistant	G-03	N	\$21,588	\$37,293
Athletic Field & Turf Supervisor	G-14	E	\$42,016	\$74,864
Automotive Technician I	H-10	N	\$15.24	\$24.85
Automotive Technician II	H-13	N	\$18.27	\$30.20
Automotive Technician, Master	H-15	N	\$20.61	\$33.25
Automotive Welder	H-13	N	\$18.27	\$30.20
Benefits Coordinator	G-10	N	\$32,939	\$56,929
Benefits Coordinator, Senior	G-11	N	\$35,012	\$62,395
Budget Analyst I	G-12	E	\$37,196	\$66,273
Budget Analyst II	G-14	E	\$42,016	\$74,864
Budget Analyst, Senior	G-17	E	\$50,384	\$89,799
Budget Manager	G-19	E	\$56,926	\$101,440
Building Codes Inspector	G-12	N	\$37,196	\$66,273
Building Codes Inspector, Senior	G-14	N	\$42,016	\$74,864
Building Supervisor	G-12	N	\$37,196	\$66,273
Business Analyst A	G-14	E	\$42,016	\$74,864
Business Analyst B	G-16	E	\$47,408	\$84,475
Business Analyst C	G-17	E	\$50,384	\$89,799
Business Development Specialist	G-14	E	\$42,016	\$74,864

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Business Process Analyst	G-12	E	\$37,196	\$66,273
Business Process Analyst, Senior	G-15	E	\$44,651	\$80,677
Business Project Manager	G-19	E	\$56,926	\$101,440
Business Retention Coordinator	G-16	E	\$47,408	\$84,475
Buyer Support Coordinator	G-11	N	\$35,012	\$62,395
Buyer	G-16	E	\$47,408	\$84,475
Call Taker	G-07	N	\$27,468	\$47,448
Carpenter I	H-08	N	\$13.50	\$22.09
Carpenter II	H-12	N	\$17.20	\$28.48
Carpenter Specialist	H-13	N	\$18.27	\$30.20
Chief Deputy City Clerk	G-14	E	\$42,016	\$74,864
Chief Engineer of Video Services	G-15	E	\$44,651	\$79,565
Chief of Civil Design Engineering	G-23	E	\$72,592	\$129,377
Chief of Distribution Engineering	G-23	E	\$72,592	\$129,377
Chief of Eligibility	G-20	E	\$60,485	\$107,790
Chief of Environmental Engineering	G-23	E	\$72,592	\$129,377
Chief of Facilities Engineering	G-23	E	\$72,592	\$129,377
Chief of Fiscal Operations	G-18	E	\$53,608	\$95,526
Chief of Forest Resources	G-18	E	\$53,608	\$95,526
Chief of Operations Engineering	G-23	E	\$72,592	\$129,377
Chief of Social Work Services	G-20	E	\$60,485	\$107,790
Chief of Transportation Engineering	G-23	E	\$72,592	\$129,377
Chief Ranger	G-17	E	\$50,384	\$89,799
Codes Compliance Inspector I	G-09	N	\$30,996	\$53,561
Codes Compliance Inspector II	G-11	N	\$35,012	\$62,395
Codes Compliance Inspector III	G-12	N	\$37,196	\$66,273
Codes Compliance Inspector, Senior	G-14	N	\$42,016	\$74,864
Codes Enforcement Administrator	G-21	E	\$64,276	\$114,550
Codes Management Analyst	G-12	E	\$37,196	\$66,273
Combination Building Codes Inspector	G-13	N	\$39,543	\$70,469
Communications Administrator, 911	G-21	E	\$64,276	\$114,550
Communications & Promotions Coordinator	G-14	E	\$42,016	\$74,864
Communications & Public Information Coordinator	G-14	E	\$42,016	\$74,864
Communications Manager, 311	G-19	E	\$56,926	\$101,440
Communications Manager, 911	G-19	E	\$56,926	\$101,440
Communications Supervisor, 311	G-15	E	\$44,651	\$79,565
Communications Systems Specialist	G-16	E	\$47,408	\$84,475
Community Maintenance Coordinator	G-11	N	\$35,012	\$62,395
Community Programs Administrator	G-17	E	\$50,384	\$89,799
Community Relations & Communications Specialist	G-12	E	\$37,196	\$66,273
Community Relations & Program Coordinator	G-14	E	\$42,016	\$74,864
Community Resource Coordinator	G-15	E	\$44,651	\$79,565
Comprehensive Services Act Coordinator	G-18	E	\$53,608	\$95,526
Compliance Coordinator	G-13	E	\$39,543	\$70,469
Comptroller	G-19	E	\$56,926	\$101,440
Computer Aided Design Support Coordinator	G-15	N	\$44,651	\$79,565
Computer Lab Specialist	G-11	E	\$35,012	\$62,395
Computer Operator	G-09	N	\$30,996	\$53,561
Concrete Specialist	H-10	N	\$15.24	\$24.85
Concrete Worker	H-08	N	\$13.50	\$22.09
Concrete Worker, Senior	H-09	N	\$14.34	\$23.50

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Construction & Maintenance Worker I	H-04	N	\$10.59	\$15.52
Construction & Maintenance Worker II	H-05	N	\$11.26	\$16.52
Construction & Maintenance Worker, Senior	H-07	N	\$12.71	\$21.02
Construction Contracts Coordinator	G-11	N	\$35,012	\$62,395
Construction Inspection Supervisor	G-16	N	\$44,651	\$79,565
Construction Inspector I	G-10	N	\$32,939	\$56,929
Construction Inspector II	G-12	N	\$37,196	\$66,273
Construction Inspector, Senior	G-14	N	\$42,016	\$74,864
Construction Specialist	H-14	N	\$19.40	\$31.69
Cook	G-04	N	\$22,927	\$39,623
Cook, Senior	G-05	N	\$24,350	\$42,056
Coordinator of Public Information & Media Relations	G-17	E	\$50,384	\$89,799
Corrections Captain	G-16	E	\$47,408	\$84,475
Corrections Lieutenant	G-14	E	\$42,016	\$74,864
Corrections Officer	G-10	N	\$32,939	\$56,929
Corrections Officer, Senior	G-11	N	\$35,012	\$62,395
Corrections Sergeant	G-13	N	\$39,543	\$70,469
Crew Leader	H-08	N	\$13.50	\$22.09
Crew Supervisor A	H-09	N	\$14.34	\$23.50
Crew Supervisor B	H-12	N	\$17.20	\$28.48
Crew Supervisor C	H-14	N	\$19.40	\$31.69
Crime Analyst	G-14	E	\$42,016	\$74,864
Crime Analyst Supervisor	G-16	E	\$47,408	\$84,475
Custodial Supervisor	H-12	N	\$17.20	\$28.48
Custodian I	H-02	N	\$9.39	\$13.46
Custodian II	H-03	N	\$9.96	\$14.59
Custodian, Lead	H-05	N	\$11.26	\$16.52
Custodian, Senior	H-04	N	\$10.59	\$15.52
Customer Service Assistant I	G-04	N	\$22,927	\$39,623
Customer Service Assistant II	G-06	N	\$25,862	\$44,688
Customer Service Assistant, 311	G-06	N	\$25,862	\$44,688
Customer Service Assistant, Senior	G-07	N	\$27,468	\$47,448
Customer Service Assistant, Senior-311	G-07	N	\$27,468	\$47,448
Customer Services Manager	G-19	E	\$56,926	\$101,440
Data Center Supervisor	G-13	N	\$39,543	\$70,469
Deputy Assessor	G-22	E	\$68,292	\$121,700
Deputy City Clerk I	G-06	N	\$25,862	\$44,688
Deputy City Clerk II	G-10	N	\$32,939	\$56,929
Deputy Coordinator of Emergency Management	G-19	E	\$56,926	\$101,440
Deputy Director of Human Services	G-23	E	\$72,592	\$129,377
Deputy Director of Juvenile Services	G-23	E	\$72,592	\$129,377
Deputy Director of Purchasing	G-21	E	\$64,276	\$114,550
Deputy Fire Chief*	G-25	E	\$81,947	\$146,053
Desktop Support Technician	G-05	N	\$24,350	\$42,056
Detention Specialist	G-11	N	\$35,012	\$62,395
Detention Specialist, Senior	G-12	N	\$37,196	\$66,273
Digital Services Manager	G-18	N	\$53,608	\$95,526
Dispatch Supervisor, 911	G-15	N	\$44,651	\$79,565
Dispatcher I, 911	G-08	N	\$29,174	\$50,386
Dispatcher II, 911	G-11	N	\$35,012	\$62,395
Dispatcher, Senior, 911	G-13	N	\$39,543	\$70,469

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Distribution Manager	G-24	E	\$77,128	\$137,457
Dock Master	G-11	N	\$35,012	\$62,395
Dock Master, Assistant	G-10	N	\$32,939	\$56,929
Economic Analyst I	G-11	E	\$35,012	\$62,395
Economic Analyst II	G-14	E	\$42,016	\$74,864
Economic Analyst, Senior	G-17	E	\$50,384	\$89,799
Education Specialist	G-11	E	\$35,012	\$62,395
Electrical Instrumentation & Control Superintendent	G-18	E	\$53,608	\$95,526
Electrical Specialist	H-15	N	\$20.61	\$33.25
Electrical Specialist, Senior	H-17	N	\$23.29	\$36.44
Electrician I	H-09	N	\$14.34	\$23.50
Electrician II	H-12	N	\$17.20	\$28.48
Electronic Benefits Transfer Coordinator	G-13	E	\$39,543	\$70,469
Electronics Specialist	H-16	N	\$21.90	\$34.73
Electronics Technician	H-13	N	\$18.27	\$30.20
Eligibility Supervisor	G-15	E	\$44,651	\$79,565
Eligibility Supervisor, Senior	G-17	E	\$50,384	\$89,799
Eligibility Worker I	G-10	N	\$32,939	\$56,929
Eligibility Worker II	G-11	N	\$35,012	\$62,395
Eligibility Worker, Senior	G-12	N	\$37,196	\$66,273
Emergency Operations Planner I	G-12	E	\$37,196	\$66,273
Emergency Operations Planner II	G-13	E	\$39,543	\$70,469
Emergency Operations Technician	G-11	N	\$35,012	\$62,395
Employee and Retirement Benefits Manager	G-18	E	\$53,608	\$95,526
Employment Services Supervisor	G-17	E	\$50,384	\$89,799
Employment Services Supervisor, Senior	G-18	E	\$53,608	\$95,526
Employment Services Worker I	G-12	E	\$37,196	\$66,273
Employment Services Worker II	G-14	E	\$42,016	\$74,864
Employment Services Worker, Senior	G-15	E	\$44,651	\$79,565
Engineer I	G-16	E	\$47,408	\$84,475
Engineer II	G-18	E	\$53,608	\$95,526
Engineer III	G-20	E	\$60,485	\$107,790
Engineer, Senior	G-23	E	\$72,592	\$129,377
Engineering Specialist I	G-16	E	\$47,408	\$84,475
Engineering Specialist II	G-18	E	\$53,608	\$95,526
Engineering Specialist, Senior	G-20	E	\$60,485	\$107,790
Engineering Technician I	G-09	N	\$30,996	\$53,561
Engineering Technician II	G-11	N	\$35,012	\$62,395
Engineering Technician III	G-12	N	\$37,196	\$66,273
Engineering Technician, Senior	G-14	N	\$42,016	\$74,864
Enterprise Manager	G-23	E	\$72,592	\$129,377
Environmental Sustainability Coordinator	G-17	E	\$50,384	\$89,799
Environmental Sustainability Specialist	G-18	E	\$53,608	\$95,526
Environmental Scientist I	G-13	E	\$39,543	\$70,469
Environmental Scientist II	G-14	E	\$42,016	\$74,864
Environmental Specialist	G-14	E	\$42,016	\$74,864
Equipment Operator A	H-07	N	\$12.71	\$21.02
Equipment Operator B	H-08	N	\$13.50	\$22.09
Equipment Operator Specialist	H-12	N	\$17.20	\$28.48
Equipment Operator, Master	H-11	N	\$16.18	\$26.28
Equipment Operator, Senior	H-09	N	\$14.34	\$23.50

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Executive Assistant	G-10	N	\$32,939	\$56,929
Executive Assistant to the City Manager	G-13	N	\$39,543	\$70,469
Facilities Manager	G-24	E	\$77,128	\$137,457
Family Assessment & Planning Team Coordinator	G-14	E	\$42,016	\$74,864
Family Support Worker I	G-05	N	\$24,350	\$42,056
Family Support Worker II	G-08	N	\$29,174	\$50,386
Field Engineer	G-23	E	\$72,592	\$129,377
Financial Analyst	G-11	E	\$35,012	\$62,395
Financial Management Analyst	G-14	E	\$42,016	\$74,864
Financial Services Administrator	G-17	E	\$50,384	\$89,799
Financial Services Analyst	G-16	E	\$47,408	\$84,475
Financial Services Assistant	G-05	N	\$24,350	\$42,056
Fire Equipment Specialist	H-16	N	\$21.90	\$34.73
Fire Prevention Inspector I	G-09	N	\$30,996	\$53,561
Fire Prevention Inspector II	G-11	N	\$35,012	\$62,395
Fire Public Education Coordinator	G-16	E	\$47,408	\$84,475
Fire Public Educator	G-11	E	\$35,012	\$62,395
Fire Public Relations & Information Officer	G-15	E	\$44,651	\$79,565
Fleet Maintenance Supervisor	G-15	N	\$44,651	\$79,565
Fleet Operations Superintendent	G-17	E	\$50,384	\$89,799
Fleet Support Manager	G-17	E	\$50,384	\$89,799
Food Services Supervisor	G-13	N	\$39,543	\$70,469
Forensic Technician	G-13	N	\$39,543	\$70,469
Forest Technician I	G-05	N	\$24,350	\$42,056
Forest Technician II	G-08	N	\$29,174	\$50,386
Forester	G-14	E	\$42,016	\$74,864
Fraud Investigator	G-14	N	\$42,016	\$74,864
General Services Manager	G-23	E	\$72,592	\$129,377
Generator Mechanic I	H-08	N	\$13.50	\$22.09
Generator Mechanic II	H-12	N	\$17.20	\$28.48
Generator Specialist	H-15	N	\$20.61	\$33.25
Geographic Information System Cartographic Specialist	G-13	N	\$39,543	\$70,469
Geographic Information System Cartographic Technician	G-10	N	\$32,939	\$56,929
Geographic Information System Manager	G-18	E	\$53,608	\$95,526
Geographic Information System Programmer/Analyst I	G-16	E	\$47,408	\$84,475
Geographic Information System Programmer/Analyst II	G-17	E	\$50,384	\$89,799
Golf Course Superintendent	G-17	E	\$50,384	\$89,799
Golf Course Technician I	H-05	N	\$11.26	\$16.52
Golf Course Technician II	H-07	N	\$12.71	\$21.02
Golf Professional	G-14	E	\$42,016	\$74,864
Grants Accountant	G-16	E	\$47,408	\$84,475
Graphics Coordinator	G-15	E	\$44,651	\$79,565
Graphics Designer	G-10	N	\$32,939	\$56,929
Groundskeeper	H-04	N	\$10.59	\$15.52
Groundskeeper, Senior	H-05	N	\$11.26	\$16.52
Group Sales Coordinator	G-14	E	\$42,016	\$74,864
Healthy Families Supervisor	G-17	E	\$50,384	\$89,799
Healthy Families/Prevention Services Senior Supervisor	G-18	E	\$53,608	\$95,526
Help Desk Coordinator	G-12	N	\$37,196	\$66,273
Help Desk Engineer	G-14	N	\$42,016	\$74,864
Help Desk Engineer Manager	G-20	E	\$60,485	\$107,790

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Help Desk Engineer Supervisor	G-17	E	\$50,384	\$89,799
Historic Sites Project Coordinator	G-12	E	\$37,196	\$66,273
Historic Site Assistant	G-05	N	\$24,350	\$42,056
Historic Site Coordinator	G-15	E	\$44,651	\$79,565
Horticulture Programs Coordinator	G-11	E	\$35,012	\$62,395
Housing Coordinator	G-12	N	\$37,196	\$66,273
Housing Specialist	G-14	E	\$42,016	\$74,864
Human Resources Assistant	G-08	N	\$29,174	\$50,386
Human Resources Generalist	G-15	E	\$44,651	\$79,565
Human Resources Generalist, Senior	G-16	E	\$47,408	\$84,475
Human Resources Manager	G-19	E	\$56,926	\$101,440
Human Resources Specialist	G-13	N	\$39,543	\$70,469
Hydrant Repair Specialist	H-10	N	\$15.24	\$24.85
Hype Mentor Program Coordinator	G-13	E	\$39,543	\$70,469
Inflow Infiltration Technician	H-10	N	\$15.24	\$24.85
Information Services Specialist I	G-10	N	\$32,939	\$56,929
Information Services Specialist II	G-11	N	\$35,012	\$62,395
Information Services Specialist, Senior	G-12	E	\$37,196	\$66,273
Information Technology Analyst A	G-14	E	\$42,016	\$74,864
Information Technology Analyst B	G-16	E	\$47,408	\$84,475
Information Technology Analyst C	G-17	E	\$50,384	\$89,799
Information Technology Auditor	G-19	E	\$56,926	\$101,440
Information Technology Manager	G-23	E	\$72,592	\$129,377
Information Technology Project Manager A	G-18	E	\$53,608	\$95,526
Information Technology Project Manager B	G-19	E	\$56,926	\$101,440
Information Technology Project Manager C	G-22	E	\$68,292	\$121,700
Information Technology Security Administrator	G-18	E	\$53,608	\$95,526
Information Technology Technical Services Manager	G-23	E	\$72,592	\$129,377
Information Technology Technician	G-10	N	\$32,939	\$56,929
Instrumentation & Control Specialist	H-16	N	\$21.90	\$34.73
Instrumentation & Control Specialist, Senior	H-17	N	\$23.29	\$36.44
Intake Officer	G-13	N	\$39,543	\$70,469
Intelligence Analyst	G-14	E	\$42,016	\$74,864
Intelligence Analyst, Senior	G-15	E	\$44,651	\$79,565
Internal Auditor	G-14	E	\$42,016	\$74,864
Internal Auditor, Senior	G-16	E	\$47,408	\$84,475
Irrigation Specialist	H-13	N	\$18.27	\$30.20
Jail Administrator	G-18	E	\$53,608	\$95,526
Juvenile Services Supervisor	G-14	E	\$42,016	\$74,864
Laboratory Analyst I	G-12	E	\$37,196	\$66,273
Laboratory Analyst II	G-14	E	\$42,016	\$74,864
Laboratory Analyst III	G-15	E	\$44,651	\$79,565
Laboratory Technician	G-08	N	\$29,174	\$50,386
Landfill Technician	H-11	N	\$16.18	\$26.28
Landscape Planner I	G-12	E	\$37,196	\$66,273
Landscape Planner II	G-14	E	\$42,016	\$74,864
Landscape Specialist	G-11	N	\$35,012	\$62,395
Landscape Technician	H-05	N	\$11.26	\$16.52
Landscape Technician, Senior	H-06	N	\$11.96	\$19.32
Laundry Worker	H-02	N	\$9.39	\$13.46
Law Clerk	G-14	E	\$42,016	\$74,864

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Law Office Administrator	G-14	E	\$42,016	\$74,864
Learning & Development Coordinator	G-15	E	\$44,651	\$79,565
Legal Administrative Assistant	G-11	N	\$35,012	\$62,395
Legal Administrative Assistant, Senior	G-12	N	\$37,196	\$66,273
Legal Secretary I	G-08	N	\$29,174	\$50,386
Legal Secretary II	G-09	N	\$30,996	\$53,561
Librarian I	G-13	E	\$39,543	\$70,469
Librarian II	G-14	E	\$42,016	\$74,864
Librarian, Senior	G-16	E	\$47,408	\$84,475
Library Associate	G-12	E	\$37,196	\$66,273
Library Grant Specialist	G-14	E	\$42,016	\$74,864
Library Materials Specialist	G-05	N	\$24,350	\$42,056
Library Technician I	G-04	N	\$22,927	\$39,623
Library Technician II	G-05	N	\$24,350	\$42,056
Library Technician, Senior	G-06	N	\$25,862	\$44,688
Licensed Architect	G-20	E	\$60,485	\$107,790
Licensed Practical Nurse	G-10	N	\$32,939	\$56,929
Logistics Manager	G-17	E	\$50,384	\$89,799
Mail Clerk	G-05	N	\$24,350	\$42,056
Mailroom Coordinator	G-06	N	\$25,862	\$44,688
Maintenance Assistant	H-05	N	\$11.26	\$16.52
Maintenance Assistant, Senior	H-07	N	\$12.71	\$21.02
Maintenance Mechanic I	H-08	N	\$13.50	\$22.09
Maintenance Mechanic II	H-12	N	\$17.20	\$28.48
Maintenance Specialist	H-15	N	\$20.61	\$33.25
Maintenance Specialist, Senior	H-17	N	\$23.29	\$36.44
Management Analyst	G-12	E	\$37,196	\$66,273
Management & Legislative Program Analyst	G-17	E	\$50,384	\$89,799
Manager of Comprehensive Planning	G-20	E	\$60,485	\$107,790
Manager of Current Planning	G-20	E	\$60,485	\$107,790
Manager of Development	G-20	E	\$60,485	\$107,790
Manager of Development Plan Review	G-20	E	\$60,485	\$107,790
Manager of Special Development Projects	G-20	E	\$60,485	\$107,790
Manager of Technical Support	G-20	E	\$60,485	\$107,790
Marketing & Development Coordinator	G-13	E	\$39,543	\$70,469
Marketing Coordinator	G-13	E	\$39,543	\$70,469
Marketing Specialist	G-11	E	\$35,012	\$62,395
Mature Adult Center Supervisor	G-03	N	\$21,588	\$37,293
Media & Graphics Specialist	G-11	E	\$35,012	\$62,395
Meter Maintenance Supervisor	G-14	E	\$42,016	\$74,864
Meter Reader I	G-04	N	\$22,927	\$39,623
Meter Reader II	G-05	N	\$24,350	\$42,056
Meter Reader III	G-06	N	\$25,862	\$44,688
Meter Reader, Senior	G-09	N	\$30,996	\$53,561
Meter Reading Route Supervisor	G-11	N	\$35,012	\$62,395
Meter Repairer I	H-06	N	\$11.96	\$19.32
Meter Repairer II	H-08	N	\$13.50	\$22.09
Meter Specialist	H-13	N	\$18.27	\$30.20
Motor Pool Coordinator	G-07	N	\$27,468	\$47,448
Museum Curator	G-15	E	\$44,651	\$79,565
Museum Educational Coordinator	G-12	E	\$37,196	\$66,273

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Museum Exhibit Coordinator	G-12	E	\$37,196	\$66,273
Museum Registrar	G-12	E	\$37,196	\$66,273
Natural Resources Manager	G-23	E	\$72,592	\$129,377
Network Communications Administrator	G-21	E	\$64,276	\$114,550
Network & Systems Manager	G-18	E	\$53,608	\$95,526
Network Engineer	G-18	E	\$53,608	\$95,526
Network Engineer, Lead	G-20	E	\$60,485	\$107,790
Occupational Health Services Coordinator	G-15	E	\$44,651	\$79,565
Office Assistant I	G-02	N	\$20,323	\$35,178
Office Assistant II	G-03	N	\$21,588	\$37,293
Office Manager	G-13	N	\$39,543	\$70,469
Operations Dispatcher	G-06	N	\$25,862	\$44,688
Operations Dispatcher, Senior	G-09	N	\$30,996	\$53,561
Operations Manager	G-19	E	\$56,926	\$101,440
Operations Superintendent	G-17	E	\$50,384	\$89,799
Operations Supervisor	G-15	E	\$44,651	\$79,565
Painter	H-09	N	\$14.34	\$23.50
Paralegal	G-10	N	\$32,939	\$56,929
Paralegal, Senior	G-12	N	\$37,196	\$66,273
Parent Educator	G-11	N	\$35,012	\$62,395
Park Events Coordinator	G-11	E	\$35,012	\$62,395
Park Ranger I	G-11	N	\$35,012	\$62,395
Park Ranger II	G-12	N	\$37,196	\$66,273
Park Ranger, Senior	G-12	N	\$37,196	\$66,273
Parking Enforcement Officer	G-14	N	\$42,016	\$74,864
Parking Lot Attendant	G-05	N	\$24,350	\$42,056
Parks Construction Project Coordinator	G-03	N	\$21,588	\$37,293
Parks Facility Coordinator	G-12	N	\$37,196	\$66,273
Parks Landscape & Irrigation Specialist	G-13	E	\$39,543	\$70,469
Parks Maintenance Specialist	G-13	E	\$39,543	\$70,469
Parks Operations Superintendent	H-10	N	\$15.24	\$24.85
Payroll Assistant	G-18	E	\$53,608	\$95,526
Payroll Coordinator	G-06	N	\$25,862	\$44,688
Payroll Coordinator, Senior	G-10	N	\$32,939	\$56,929
Payroll Supervisor	G-11	N	\$35,012	\$62,395
Payroll Technician	G-12	N	\$37,196	\$66,273
Permit Technician	G-08	N	\$29,174	\$50,386
Personnel Assistant	G-08	N	\$29,174	\$50,386
Personnel Coordinator	G-06	N	\$25,862	\$44,688
Personnel Coordinator, Senior	G-10	E	\$32,939	\$56,929
Pipelayer	G-12	E	\$37,196	\$66,273
Pipelayer Specialist	H-08	N	\$13.50	\$22.09
Pipelayer, Senior	H-10	N	\$15.24	\$24.85
Planner	H-09	N	\$14.34	\$23.50
Planner II	G-11	E	\$35,012	\$62,395
Planner, Senior	G-14	E	\$42,016	\$74,864
Planning Technician	G-17	E	\$50,384	\$89,799
Plans Examiner I	G-10	N	\$32,939	\$56,929
Plans Examiner II	G-15	E	\$44,651	\$79,565
Plumber I	G-17	E	\$50,384	\$89,799
Plumber II	H-08	N	\$13.50	\$22.09
	H-12	N	\$17.20	\$28.48

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Plumber Specialist	H-13	N	\$18.27	\$30.20
Police Aide	G-08	N	\$29,174	\$50,386
Police Community Programs Coordinator	G-13	E	\$39,543	\$70,469
Police Fleet Coordinator	G-09	N	\$30,996	\$53,561
Police Fleet Coordinator, Senior	G-10	N	\$32,939	\$56,929
Police Information Officer	G-15	E	\$44,651	\$79,565
Police Investigative Technician	G-11	N	\$35,012	\$62,395
Police Planning Administrator	G-20	E	\$60,485	\$107,790
Police Planning Coordinator	G-16	E	\$47,408	\$84,475
Police Procurement Technician	G-08	N	\$29,174	\$50,386
Police Procurement Technician, Senior	G-09	N	\$30,996	\$53,561
Police Support Coordinator	G-11	N	\$35,012	\$62,395
Police Technician	G-11	N	\$35,012	\$62,395
Port Development Administrator	G-17	E	\$50,384	\$89,799
Printer	G-08	N	\$29,174	\$50,386
Printer, Senior	G-09	N	\$30,996	\$53,561
Process Control Systems Manager	G-18	E	\$53,608	\$95,526
Process Control Systems Specialist	G-16	N	\$47,408	\$84,475
Procurement Administrator	G-18	E	\$53,608	\$95,526
Procurement Coordinator	G-14	E	\$42,016	\$74,864
Procurement Technician	G-08	N	\$29,174	\$50,386
Procurement Technician, Senior	G-09	N	\$30,996	\$53,561
Professional Land Surveyor	G-16	E	\$47,408	\$84,475
Program Manager, Senior	G-14	E	\$42,016	\$74,864
Programmer Analyst I	G-11	N	\$35,012	\$62,395
Programmer Analyst II	G-14	E	\$42,016	\$74,864
Programmer Analyst, Senior	G-16	E	\$47,408	\$84,475
Programming Specialist I	G-17	E	\$50,384	\$89,799
Programming Specialist II	G-18	E	\$53,608	\$95,526
Program Coordinator	G-11	N	\$35,012	\$62,395
Programs Coordinator	G-18	E	\$53,608	\$95,526
Project Coordinator	G-18	E	\$53,608	\$95,526
Project Development Coordinator I	G-11	E	\$35,012	\$62,395
Project Development Coordinator II	G-14	E	\$42,016	\$74,864
Project Development Coordinator, Senior	G-17	E	\$50,384	\$89,799
Property & Evidence Technician	G-10	N	\$32,939	\$56,929
Property Manager	G-17	E	\$50,384	\$89,799
Public Works Field Representative	G-10	N	\$32,939	\$56,929
Public Works Management Analyst	G-14	E	\$42,016	\$74,864
Ranger Technician I	G-05	N	\$24,350	\$42,056
Ranger Technician II	G-08	N	\$29,174	\$50,386
Real Estate Coordinator	G-17	E	\$50,384	\$89,799
Records Management Specialist	G-14	E	\$42,016	\$74,864
Records Technician	G-08	N	\$29,174	\$50,386
Recreation Center Supervisor	G-10	N	\$32,939	\$56,929
Recreation Center Supervisor-School Age Program	G-10	N	\$32,939	\$56,929
Recreation Facility Rental Coordinator	G-10	N	\$32,939	\$56,929
Recreation Facility Supervisor	G-10	N	\$32,939	\$56,929
Recreation Operations Supervisor	G-14	E	\$42,016	\$74,864
Recreation Program Coordinator	G-11	E	\$35,012	\$62,395
Recreation Program Coordinator, Senior	G-13	E	\$39,543	\$70,469

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Recreation Program Supervisor	G-14	E	\$42,016	\$74,864
Recreation Program Supervisor, Senior	G-15	E	\$44,651	\$79,565
Recreation Programs Superintendent	G-18	E	\$53,608	\$95,526
Recreation Promotions Specialist	G-13	E	\$39,543	\$70,469
Recreation Specialist	G-06	N	\$25,862	\$44,688
Recycling & Maintenance Assistant	H-05	N	\$11.26	\$16.52
Recycling Coordinator	G-14	E	\$42,016	\$74,864
Registered Nurse	G-14	E	\$42,016	\$74,864
Research Planner	G-14	E	\$42,016	\$74,864
Research Planner, Senior	G-16	E	\$47,408	\$84,475
Residuals Facilities Operator	G-11	N	\$35,012	\$62,395
Residuals Operations Supervisor	G-16	E	\$47,408	\$84,475
Resource Coordinator	G-14	E	\$42,016	\$74,864
Safety Manager	G-17	E	\$50,384	\$89,799
Safety Officer	G-14	E	\$42,016	\$74,864
Safety Officer, Senior	G-16	E	\$47,408	\$84,475
Security & Environmental Manager	G-19	E	\$56,926	\$101,440
Security Administrator	G-19	E	\$53,608	\$95,526
Security Officer I	G-03	N	\$21,588	\$37,293
Security Officer II	G-04	N	\$22,927	\$39,623
Security Officer, Senior	G-08	N	\$29,174	\$50,386
Self Contained Breathing Apparatus Technician I	H-10	N	\$15.24	\$24.85
Self Contained Breathing Apparatus Technician II	H-13	N	\$18.27	\$30.20
Senior Citizen Advocate	G-16	E	\$47,408	\$84,475
Service Advisor	G-09	N	\$30,996	\$53,561
Site & Subdivision Specialist	G-13	E	\$39,543	\$70,469
Site & Subdivision Specialist, Senior	G-14	E	\$42,016	\$74,864
Site & Subdivision Technician	G-10	N	\$32,939	\$56,929
Social Work Aide	G-05	N	\$24,350	\$42,056
Social Work Supervisor	G-17	E	\$50,384	\$89,799
Social Work Supervisor, Senior	G-18	E	\$53,608	\$95,526
Social Worker I	G-12	E	\$37,196	\$66,273
Social Worker II	G-14	E	\$42,016	\$74,864
Social Worker, Senior	G-15	E	\$44,651	\$79,565
Source Water Monitoring Supervisor	G-11	N	\$35,012	\$62,395
Source Water Monitoring Technician I	G-08	N	\$29,174	\$50,386
Source Water Monitoring Technician II	G-10	N	\$32,939	\$56,929
Spray Technician	H-09	N	\$14.34	\$23.50
Staff Supervisor	G-11	N	\$35,012	\$62,395
Staff Technician	G-08	N	\$29,174	\$50,386
Staff Technician, Senior	G-10	N	\$32,939	\$56,929
Storekeeper	G-08	N	\$29,174	\$50,386
Storekeeper, Senior	G-10	N	\$32,939	\$56,929
Structural Family Counselor	G-15	E	\$44,651	\$79,565
Superintendent of Animal Services	G-16	E	\$47,408	\$84,475
Superintendent of Construction	G-17	E	\$50,384	\$89,799
Superintendent of Cultural Arts	G-18	E	\$53,608	\$95,526
Superintendent of Park Maintenance & Landscaping	G-18	E	\$53,608	\$95,526
Superintendent of Maintenance	G-18	E	\$53,608	\$95,526
Superintendent of Secure Detention	G-18	E	\$53,608	\$95,526
Supervising Librarian A	G-17	E	\$50,384	\$89,799

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Supervising Librarian B	G-18	E	\$53,608	\$95,526
Supply Assistant I	G-04	N	\$22,927	\$39,623
Supply Assistant II	G-05	N	\$24,350	\$42,056
Supply Assistant, Senior	G-07	N	\$27,468	\$47,448
Supply Coordinator	G-09	N	\$30,996	\$53,561
Supply Specialist	G-08	N	\$29,174	\$50,386
Support Services Manager	G-18	E	\$53,608	\$95,526
Support Services Supervisor	G-11	N	\$35,012	\$62,395
Surveying Technician	G-11	N	\$35,012	\$62,395
Systems Administrator	G-17	E	\$50,384	\$89,799
Systems Administrator, Senior	G-18	E	\$53,608	\$95,526
Systems Administrator, Lead	G-20	E	\$60,485	\$107,790
Systems Database Administrator	G-18	E	\$53,608	\$95,526
Targeted Outreach Program Coordinator	G-15	E	\$44,651	\$79,565
Taxicab Permits Examiner	G-10	N	\$32,939	\$56,929
Telecommunications Engineer	G-18	E	\$53,608	\$95,526
Tennis Professional	G-11	E	\$35,012	\$62,395
Tourism Marketing Coordinator	G-14	E	\$42,016	\$74,864
Trades Assistant	H-06	N	\$11.96	\$19.32
Traffic Sign Fabricator	H-09	N	\$14.34	\$23.50
Traffic Signal Technician	H-11	N	\$16.18	\$26.28
Traffic Signs & Markings Mechanic	H-08	N	\$13.50	\$22.09
Traffic Signs & Markings Mechanic, Senior	H-09	N	\$14.34	\$23.50
Traffic Technician	G-07	N	\$27,468	\$47,448
Training Coordinator	G-13	E	\$39,543	\$70,469
Training Specialist	G-12	N	\$37,196	\$66,273
Tree Maintenance Assistant	H-07	N	\$12.71	\$21.02
Tree Maintenance Specialist	H-10	N	\$15.24	\$24.85
Utilities Locator	G-08	N	\$29,174	\$50,386
Utility Crew Supervisor	H-12	N	\$17.20	\$28.48
Utility Pipeline Inspector I	G-10	N	\$32,939	\$56,929
Utility Pipeline Inspector II	G-11	N	\$35,012	\$62,395
Utility Pipeline Inspector Supervisor	G-14	N	\$42,016	\$74,864
Utility Pipeline Inspector, Senior	G-13	N	\$39,543	\$70,469
Valve Inspector	H-10	N	\$15.24	\$24.85
Valve Maintenance Specialist	H-13	N	\$18.27	\$30.20
Vector Control Superintendent	G-17	E	\$50,384	\$89,799
Vector Control Technician	H-09	N	\$14.34	\$23.50
Video Production Assistant	G-08	N	\$29,174	\$50,386
Video Production Specialist	G-12	N	\$37,196	\$66,273
Video Production Specialist, Senior	G-14	N	\$42,016	\$74,864
Video Services and Communications Administrator	G-19	E	\$56,926	\$101,440
Video Technician	G-11	N	\$35,012	\$62,395
Volunteer Services Coordinator	G-15	E	\$44,651	\$79,565
Warehouse Manager	G-14	E	\$42,016	\$74,864
Wastewater Inspector	G-12	N	\$37,196	\$66,273
Water Distribution Operations Coordinator	G-16	E	\$47,408	\$84,475
Water Distribution Superintendent	G-18	E	\$53,608	\$95,526
Water Pumping Station Supervisor	G-11	N	\$35,012	\$62,395
Water Pumping Station Technician I	G-08	N	\$29,174	\$50,386
Water Pumping Station Technician II	G-10	N	\$32,939	\$56,929

GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Water Quality Manager	G-19	E	\$56,926	\$101,440
Water Resources Coordinator	G-14	E	\$42,016	\$74,864
Water Service Inspector	G-10	N	\$32,939	\$56,929
Water Service Representative I	G-04	N	\$22,927	\$39,623
Water Service Representative II	G-06	N	\$25,862	\$44,688
Water Service Representative, Senior	G-07	N	\$27,468	\$47,448
Water Service Supervisor	G-11	N	\$35,012	\$62,395
Water Systems Inspection Coordinator	G-13	N	\$39,543	\$70,469
Water Systems Inspector I	G-08	N	\$29,174	\$50,386
Water Systems Inspector II	G-10	N	\$32,939	\$56,929
Water Treatment Plant Manager	G-21	E	\$64,276	\$114,550
Water Treatment Plant Operator 1st Class	G-13	N	\$39,543	\$70,469
Water Treatment Plant Operator 2nd Class	G-11	N	\$35,012	\$62,395
Water Treatment Plant Operator 3rd Class	G-10	N	\$32,939	\$56,929
Water Treatment Plant Operator 4th Class	G-08	N	\$29,174	\$50,386
Water Treatment Plant Operator Trainee	G-07	N	\$27,468	\$47,448
Water Treatment Plant Shift Supervisor	G-16	N	\$47,408	\$84,475
Water Treatment Plant Superintendent	G-18	E	\$53,608	\$95,526
Watershed Inspector	G-11	N	\$35,012	\$62,395
Watershed Property Administrator	G-17	E	\$50,384	\$89,799
Waterworks Emergency Response Inspector	G-10	N	\$32,939	\$56,929
Waterworks Public Education & Information Specialist	G-14	E	\$42,016	\$74,864
Web Developer I	G-13	E	\$39,543	\$70,469
Web Developer II	G-16	E	\$47,408	\$84,475
Web Developer, Senior	G-18	E	\$53,608	\$95,526
Web Development Manager	G-21	E	\$64,276	\$114,550
Wireless Communications Installation Technician	G-13	N	\$39,543	\$70,469
Wireless Communications Manager	G-19	E	\$56,926	\$101,440
Wireless Communications Supervisor	G-17	E	\$50,384	\$89,799
Wireless Communications Technician	G-14	N	\$42,016	\$74,864
Wireless Communications Technician, Senior	G-16	N	\$47,408	\$84,475
Workers' Compensation Program Coordinator	G-15	E	\$44,651	\$79,565
Youth Program Specialist	G-12	E	\$37,196	\$66,273
Zoning Administrator	G-18	E	\$53,608	\$95,526
Zoning Coordinator	G-12	N	\$37,196	\$66,273

FIRE & POLICE SCHEDULE

FP-01	Entry (A)	B	C
	(0-6 mos)	(6-12 mos)	(1-2 yrs)
Firefighter/Medic Recruit	\$38,325	\$39,325	
Police Officer Recruit			\$40,325

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Assistant Fire Marshal I	FP-06	N	\$51,672	\$86,963
Assistant Fire Marshal II	FP-07	N	\$55,046	\$92,642
Deputy Fire Marshal	FP-09	E	\$65,168	\$109,678
EMS Chief	FP-12	E	\$78,976	\$129,377
Fire Battalion Chief	FP-10	E	\$68,542	\$114,550
Fire Captain	FP-08	N	\$61,794	\$103,999
Fire Lieutenant	FP-07	N	\$55,046	\$92,642
Fire Marshal	FP-11	E	\$73,603	\$121,700
Firefighter Specialist, Master	FP-04	N	\$44,924	\$75,606
Firefighter Specialist, Senior	FP-02	N	\$42,393	\$71,348
Firefighter, Master	FP-04	N	\$44,924	\$75,606
Firefighter, Senior	FP-03	N	\$43,044	\$71,348
Firefighter/Medic	FP-03	N	\$43,044	\$71,348
Firefighter/Medic Technician, Master	FP-04	N	\$44,924	\$75,606
Firefighter/Medic Technician, Senior	FP-02	N	\$42,393	\$71,348
Firefighter/Medic, Master	FP-05	N	\$48,298	\$81,285
Firefighter/Medic, Senior	FP-04	N	\$44,924	\$75,606
Police Captain	FP-11	E	\$73,603	\$121,700
Police Lieutenant	FP-09	E	\$65,168	\$109,678
Police Officer	FP-03	N	\$43,044	\$71,348
Police Officer, Master	FP-05	N	\$48,298	\$81,285
Police Officer, Senior	FP-04	N	\$44,924	\$75,606
Police Sergeant	FP-07	N	\$55,046	\$92,642

**PART-TIME & TEMPORARY SCHEDULE (X-PT)
NON-EXEMPT**

POSITION TITLE	ENTRY	STEP 1	STEP 2
Assistant Summer Center Supervisor	\$7.93	\$8.24	\$8.56
Automotive Aide	\$7.93	\$8.24	\$8.56
Bus Driver & Counselor	\$7.93	\$8.24	\$8.56
Child Care Assistant	\$7.93	N/A	N/A
Clerical Aide	\$7.61	\$7.67	\$7.72
Concessions Attendant	\$7.93	\$8.24	\$8.56
EOC Assistant	\$10.50	N/A	N/A
Facilitation Specialist	\$14 - \$20	N/A	N/A
Facility Attendant I	\$7.72	\$7.82	\$7.93
Facility Attendant II	\$7.93	\$8.24	\$8.56
Lead Concessions Attendant	\$8.56	\$8.87	\$9.19
Lead Facility Attendant	\$8.56	\$8.87	\$9.19
Lead Lifeguard I	\$11.76	\$12.08	N/A
Lead Lifeguard II	\$12.29	\$12.65	N/A
Library Page	\$7.61	\$7.67	\$7.72
Lifeguard I	\$9.35	N/A	N/A
Lifeguard II	\$9.66	\$10.03	N/A
Lifeguard, Senior	\$10.29	\$10.71	N/A
Maintenance & Groundskeeper Aide I	\$7.72	\$7.82	\$7.93
Maintenance & Groundskeeper Aide II	\$8.56	\$8.87	\$9.19
Marina Attendant I	\$7.93	\$8.24	\$8.56
Marina Attendant II	\$8.56	\$8.87	\$9.19
Marshal	\$7.61	\$7.67	\$7.72
Range & Cart Attendant	\$7.61	\$7.67	\$7.72
Ranger Aide I	\$7.93	\$8.24	\$8.56
Ranger Aide II	\$9.19	\$9.50	\$9.98
Recreation Aide	\$7.61	\$7.67	\$7.72
Recreation Leader	\$7.72	\$7.82	\$7.93
Recreation Program Leader I	\$8.56	\$8.87	\$9.19
Recreation Program Leader II	\$9.19	\$9.50	\$9.98
School Age Program Aide	\$7.61	\$7.67	\$7.72
School Age Program Facilitator	\$9.19	\$9.50	\$9.98
School Age Program Leader	\$7.72	\$7.82	\$7.93
Shallow Water Attendant	\$8.61	\$8.93	N/A
Starter	\$7.61	\$7.67	\$7.72
Summer Center Supervisor	\$9.19	\$9.50	\$9.98
Tennis Center Attendant I	\$7.72	\$7.82	\$7.93
Tennis Center Attendant II	\$7.93	\$8.24	\$8.56
Tennis Center Supervisor	\$9.19	\$9.50	\$9.98
Therapeutic Program Counselor I	\$8.56	\$8.87	\$9.19
Therapeutic Program Counselor II	\$9.19	\$9.50	\$9.98
Traffic Counter	\$7.93	\$8.24	\$8.56

Water Fitness Instructor I	\$16.80	\$17.85	\$18.90
Water Fitness Instructor II	\$19.95	\$21.00	\$23.10
Water Instructor Trainer	\$21.00	\$23.10	\$25.20
Water Safety Instructor Aide	\$7.88	\$8.30	\$8.72
Water Safety Instructor I	\$12.60	\$13.39	\$14.18
Water Safety Instructor II	\$14.70	\$15.49	\$16.28
Water Safety Instructor, Senior	\$16.80	\$17.85	\$18.90

SWORN EMPLOYEES OF THE SHERIFF

POSITION TITLE	GRADE	FLSA	ENTRY	STEP 1
Deputy I	DS-01	N	\$34,067	\$35,386

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Captain	DS-06	N	\$55,046	\$92,642
Colonel	DS-09	N	\$71,222	\$119,301
Corporal	DS-03	N	\$39,019	\$65,670
Deputy II	DS-02	N	\$35,645	\$62,220
Lieutenant	DS-05	N	\$51,672	\$86,963
Lieutenant - IT Analyst	DS-05	N	\$51,672	\$86,963
Lieutenant - Public Info Officer	DS-05	N	\$51,672	\$86,963
Major	DS-07	N	\$61,794	\$103,999
Master Deputy	DS-03	N	\$39,019	\$65,670
Master Sergeant	DS-04	N	\$44,924	\$75,606
Sergeant	DS-04	N	\$44,924	\$75,606

NON-SWORN EMPLOYEES OF THE SHERIFF

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Clerk Typist - State	CS-02	N	\$26,681	\$55,366
Lids Technician I	CS-03	N	\$30,633	\$58,376
Lids Technician II	CS-05	N	\$45,269	\$85,762
Medical Director	CS-05	E	\$45,269	\$85,762
Registered Nurse	CS-05	N	\$45,269	\$85,762
Secretary I	CS-01	N	\$22,327	\$45,310
Secretary II	CS-02	N	\$26,681	\$53,334

CONSTITUTIONAL OFFICES AND ELECTED OFFICIALS

POSITION TITLE	FLSA	ENTRY	MAX
CLERK OF COURTS			
Assistant Chief Deputy Clerk	E	N/A	N/A
Chief Deputy Clerk II	E	N/A	N/A
Deputy Clerk I	N	N/A	N/A
Deputy Clerk II	N	N/A	N/A
Deputy Clerk III	N	N/A	N/A
Deputy Clerk IV	N	N/A	N/A
COMMISSIONER OF THE REVENUE			
Accounting Assistant I	N	\$22,927	\$39,623
Accounting Assistant II	N	\$25,862	\$44,688
Accounting Technician	N	\$29,174	\$50,386
Administrative Coordinator	N	\$32,939	\$56,929
Business Auditor I	E	\$39,543	\$70,469
Business Auditor II	E	\$47,408	\$84,475
Business Audit Supervisor	E	\$53,608	\$95,526
Chief Deputy Comm. of the Revenue	E	\$68,292	\$121,700
Deputy Comm. of the Revenue	N	\$35,012	\$62,395
Field Representative I	N	\$29,174	\$50,386
Field Representative II	N	\$32,939	\$56,929
Information Technology Analyst B	E	\$47,408	\$84,475
Office Assistant	N	\$20,323	\$35,178
Tax Management Specialist	E	\$50,384	\$89,799
COMMONWEALTH ATTORNEY			
Administrative Assistant II	N	\$25,862	\$44,688
Administrative Coordinator, Senior	N	\$37,196	\$66,273
Assistant Commonwealth Attorney I	E	\$53,000	\$80,000
Assistant Commonwealth Attorney II	E	\$60,000	\$95,000
Assistant Commonwealth Attorney, Senior	E	\$73,000	\$120,000
Chief Deputy Commonwealth Attorney	E	\$93,000	\$150,000
Commonwealth Attorney Technician I	N	\$27,468	\$47,448
Commonwealth Attorney Technician II	N	\$30,996	\$53,561
Deputy Commonwealth Attorney	E	\$80,000	\$135,000
Information Coordinator-Victim Witness	N	N/A	N/A
Information Technology Analyst B	E	\$47,408	\$84,475
Legal Coordinator	N	\$35,012	\$62,395
Legal Investigator	N	\$42,016	\$74,864
Office Assistant II	N	\$21,588	\$37,293
Victim Witness Program Coordinator	E	\$35,012	\$62,395
Victim Witness Program Coordinator, Sr.	E	\$42,016	\$74,864

TREASURER

Accounting Assistant I	N	\$22,927	\$39,623
Accounting Assistant II	N	\$25,862	\$44,688
Accounting Assistant, Senior	N	\$27,468	\$47,448
Accounting Technician	N	\$29,174	\$50,386
Administrative Coordinator	N	\$32,939	\$56,929
Administrative Deputy Treasurer	E	\$50,384	\$89,799
Deputy Treasurer	N	\$35,012	\$62,395
Information Business Analyst	E	\$50,384	\$89,799
Office Assistant II	N	\$21,588	\$37,293

VOTER REGISTRAR

Assistant Registrar	N	\$24,350	\$42,056
Assistant Registrar, Sr.	N	\$25,862	\$42,056
Deputy Registrar	N	\$29,174	\$50,386